

U-2C
4/29/10

Order of Layoffs.

Employees to be laid off within a classification shall be laid off in the order of from first to last; volunteer, temporary, provisional, temporary part-time, regular part-time, and full time.

Full-time employees have the right to bump the least senior full-time employee. However, if there is no less senior full-time employee, the full-time employee being laid off has the right to bump the least senior part-time employee in the position that is closest to full time.

Part-time employees have the right to bump the least senior part-time employee in a position of equal hours in the classification of the position being eliminated/bumped to. However, if there is no less senior part-time employee in a position of equal hours, a part-time employee may bump the least senior part-time employee in a position of lesser hours.

Employees who bump pursuant to this section and who have previously held more than one classification within the City must bump to the most recently held classification of equal hours, if available, and permanent status had been obtained

An interested employee on a re-employment list may elect to be available for temporary part-time work, and shall be given preference for work in any department in the employee's former classification, or other classification for which the employee is qualified or as defined above. Any interested employee must provide a telephone number and address in writing to the Human Resources Department where they can be reached. Failure of an employee to respond to a written notice of such an offer of work within ten (10) working days shall result in removal from the reemployment list. The employee may refuse offered positions twice, but after the second refusal the employee shall be removed from the list.

If an employee an employment offer that is less pay than the position from which they were laid off, the employee shall remain on the reemployment list for a total of 3 years from the date of layoff.